



U.S. Department
of Transportation
**Federal Aviation
Administration**

Western-Pacific Intercom



New Planes Coming For FAA Pilots

. . . From The Regional Director

We in the Western-Pacific Region have much to be grateful for this holiday season. To be sure there are improvements to be made -- but, by and large, we are proud of what we do and we do it well.

This is also the time of year when we pause to look around us and enjoy what we have -- a time to reflect on peace and good will towards all mankind -- a time to make an extra effort in furthering human relations both at work and at home -- a time for fellowship and good times.

I have said it many times before -- and I will say it again -- I am very proud of each one of you here in the Western-Pacific Region. My family and I wish you and yours a Very Happy Holiday Season.

HC McClure

Agency pilots will be flying newer but fewer planes in a couple of years. The Department now has approved FAA's \$139 million Fleet Conversion Program.

Because of the added efficiency of the new planes, the size of the FAA fleet which, in the past, has been pared down from over 100 planes to 52, will be reduced to 47. Of these, 30 are being purchased during the current conversion program. The new turboprop and turbojet planes will replace aging Sabreliners and Jet Commanders, which are the core of the current flight inspection fleet.

Besides increasing inspection and general efficiency, the conversion will save the government money by reducing fleet size, cutting program costs, avoiding recurrent maintenance costs on old planes, and conserving fuel.

Requests for technical proposals are to be distributed to aircraft manufacturers soon. After these are returned, bids will be solicited, and, in about 11 months, procurement contracts will be awarded.

Of the 30 off-the-shelf aircraft to be ordered, 27 are expected to be flight inspection aircraft. The other three, which have not yet been funded by Congress, will be for training and R & D missions. The flight inspection aircraft will include 19 light-twin turbojets or turboprops, two long range turbojets, five special mission turboprops, and one multi-purpose turboprop.

FAA INTERCOM is published weekly for Western-Pacific Region employees of the Department of Transportation/Federal Aviation Administration by the Public Affairs Office. Articles and black and white photographs should be sent to Barbara Abels, Editor, or Beth Caughey, Assistant Editor, AWP-5, 213/536-6431 or FTS 966-6431.

LAX Going Away/Retirement Party



A going away/retirement party was recently held for Jon Musser, Area Supervisor -- new Air Traffic Manager of North Las Vegas Tower; Dave Dodd and Richard Pfahler, ATCS's -- new ATCS's at Los Angeles TRACON; Geri Mabe, Planning and Procedures Specialist -- Area Supervisor at Van Nuys Tower; Tom (Fidget) Lemmons, Area Supervisor at Los Angeles TRACON; Jim Partridge, Assistant Air Traffic Manager -- Traffic Management Specialist at Los Angeles TRACON; and Jack Cunningham, Area Supervisor who has retired.



At the party Jim Holtsclaw, Los Angeles Tower Air Traffic Manager, formally presented Bob Fierro, ATCS, with a Quality Within-Grade Increase and Outstanding Rating. Also, a Letter of Appreciation was presented to Laurel Macurda, ATCS, for her tireless efforts in raising over \$500 for the breakroom fund. She accomplished this by selling "L.A. Tower" tee shirts, pins and patches. In addition, the first official Los Angeles Tower Purple Heart was given to Gil Garcia. While working the Gate Hold Position one morning he was viciously struck on the hand by a runaway metal acoustical ceiling square--stitches were required. The "roasting" ceremonies were conducted by Mike McCormick, ATCS, and Tom Dray, Planning and Procedures Specialist.



Top Photo: From left--Richard Pfahler, Jim Partridge, Jon Musser, Jack Cunningham and (seated) Tom Lemmons.

Middle: Mike McCormick (left) and Tom Dray.

Below: Jim Holtsclaw and Laurel Macurda.

Red Bluff AFS Recognition

Congratulations to the following Red Bluff Airway Facilities Sector personnel who recently received recognition: Letters of Appreciation: Larry Rengstorf, Environmental Systems Technician, Ukiah Airway Facilities Sector Field Office (AFSFO) from the Ukiah AFSFO Field Office Manager; Ronald Riberal, Technical Support Officer, from the Honolulu AFS Manager; Jimmy Johnson, Supervisory Electronics Technician and Frederick Auville, Electronics Technician, Red Bluff (N/C) AFSFO from the Red Bluff AFS Manager; Lawrence Freret, Electronics Technician, Arcata AFSFO from the Redding Air Traffic Control Tower (ATCT) Manager; Paul Medeiros, Environmental Systems Technician, Red Bluff (N/C) AFSFO from the Marysville AFSFO Manager; Olaf Gniechwitz, Electronics Technician and Christian Mickelsen, Environmental Systems Technician, Santa Rosa AFSFO from the Santa Rosa ATCT Manager and Gerald Goren, Supervisory Electronics Technician, received a plaque from Dick Devereaux for his efforts in working with the Vision of Excellence Committee; Career Service Emblems - 30 years: Paul Golden, Electronics Technician, Red Bluff (ARSR) AFSFO; 15 years: David Vodden, Environmental Systems Technician, Arcata AFSFO.

AWP-450 Awards

The following Airway Facilities Division, Establishment Engineering Branch, AWP-450 employees recently received awards: Special Achievement Awards - Rene Ruecker, AWP-452 and Tree Curtis, AWP-450 for their performance during the past year; Letters of Appreciation - Robert Bruns, AWP-454 from the San Francisco Tower Manager for his help in getting the new tower in operation and Richard Terry, AWP-454 from the San Francisco Nav/Comm Unit Manager for his help in the commissioning of the new tower.

Health Benefits

Open Season Update

Employees filing a Health Benefits Change on an obsolete SF-2809 will be issued a revised Form SF-2809 (July 1984). The change will be effected retroactive to Jan. 6, 1985. All registration forms should have been received in AWP-16 by Dec. 7, 1984.

Alcoholics Anonymous Meetings at R.O.

Alcoholics Anonymous meetings are being held at the Regional Headquarters. Both old and new members are welcome. For information, please call Anne Clayton, Aviation Medical Div., Ext. 6300.



Honolulu Center Activities



Top--Sam Yokomichi (right) receives his "Aloha Scroll" from Tony Giustra, Assistant Air Traffic Manager, Honolulu Center. Sam (formerly an Area Manager at Honolulu Center) is the new Air Traffic Manager at Hilo Tower.

Left--Air Traffic Assistants Francis Martinez (center) and Melvin Go (right) are congratulated by James Gau, Supervisory Air Traffic Assistant, for their Special Achievement Awards.

Right--Ron Mata (center), proud recipient of a Special Achievement Award, is shown with his supervisor, Frank Boyer (right), Assistant Manager for Plans, Programs and Automation, and Tony Giustra, Assistant Air Traffic Manager at Honolulu Center.



FAA's Employee Attitude Survey



The FAA's employee survey process is one of the more ambitious efforts of its kind ever accomplished in the Federal Government. Questionnaires were sent to the home addresses of all FAA employees--a total of 47,000--to maximize everyone's opportunity to participate. Over 25,000 anonymous questionnaires were returned. Approximately 13,000 employees provided written comments, many addressing the issues of how to improve morale and productivity. The tabulated findings, both favorable and critical, are being sent to all 47,000 employees, again, at their home addresses. Rounding out the process, FAA's top management has made a commitment to work on major areas of employee concern. Future surveys are planned to monitor progress being made, as well as to continue enlisting the brain power of the entire work force for making improvements in organizational effectiveness.



The employee survey process is a key part of FAA's drive to heighten awareness of "human relations" as an operating norm in the workplace. Employees in this age of the informed worker are overall better educated and more independent-minded than in the past. This has led to a general need by employees throughout society to "have a say" or to participate in the management of their work lives. This survey process plus other FAA initiatives, such as interpersonal training programs for supervisors, sprouting employee participation groups, and various organizational development activities, provide an outlet for today's worker to be heard, while furthering FAA's Philosophy of human relations. Moreover, FAA's management realizes that it is just good sense to recognize the collective know-how and creativity of its employees as a valuable resource for identifying and fixing agency problems.



Only a handful of other Federal agencies are presently engaged in major-scale attitude surveying. For generating positive changes, perhaps the most successful has been the U.S. Department of Agriculture (USDA). Their survey program has produced basic changes, either implemented or in-process, in human resource management training for supervisors, initiation of quality circles, policy-making and communicating by top management, career enrichment, automation, awards, performance appraisal, and many others. Ralph Bledsoe, Special Assistant to the President, has been reviewing the Agriculture program with an eye toward possible endorsement of this sort of approach elsewhere in the Federal Government. It was also a recommendation of the Grace Commission in its chapter on communications that the Federal Government make more use of employee surveys as an engine for producing improvements in organizational effectiveness. The FAA and the USDA are already among the leaders in using this progressive approach.



Progressive Step For The Federal Government

As the Federal Government moves in this direction, it will be following the example of major corporations in private industry. Logitudinal employee survey programs producing significant changes at local and corporate-wide levels are pervasive in private industry. One firm that conducts surveys for several of America's most prominent companies, Organizational Studies, Inc., estimates that at least 80 percent of the Fortune 500 rely on periodic employee attitude surveys. A review of 18 major corporations, most of them cited as excellently managed or among the best companies to work for, disclosed that all make extensive use of surveying. These 18 corporations included: American Can, AT&T, Control Data, Delta Airlines, Digital Equipment, General Electric, General Foods, General Motors, Hewlett Packard, Montgomery Ward, Prudential Insurance, Sears, 3M, Texas Instruments, TRW, Union Carbide and Xerox. The IBM corporation is a prime example. In that organization, all employees are surveyed every 18 months with a major impact being internal improvements at the local level.

Two reasons often given by these companies for their survey programs parallel benefits earlier mentioned for FAA's program. First, employees have a need to be listened to and are more content when they have an opportunity to express their needs. This seems to apply even if employee concerns are not resolved as long as management communicates some reasoning for not correcting the situation. A relevant study conducted over a six-year period in the mid-1970s found that the strike rate for a sample of 50 of the Fortune 500 companies was 48 percent for nonsurveying companies, as compared with 24 percent for surveying ones.

The second reason that successful companies listen to their employees is the "bottom line." Firms have discovered that to ignore the collective wisdom of their work force is to risk losing their edge in running an efficient organization internally, and their edge externally in the market place. The president of International Survey Research put it this way: "More and more, major corporations are using employee input as a decisive factor in making their hard business decisions."

The FAA is pleased to be launching the type of survey process that has improved human relations and organizational effectiveness among many excellent firms in private industry.





International News

FOR INFORMATION CONTACT ELAINE CARTER, INT'L. AFFAIRS SPEC., AWP-4F FTS: 966-6333

REGION HOSTS NEW ZEALAND AVIATION OFFICIAL

Mr. W. R. "Ris" Heald, Assistant Director-Airworthiness for the New Zealand Civil Aviation Department visited FAA's Western-Pacific Regional Headquarters at Los Angeles.

Inasmuch as Mr. Heald's primary interests involved general airworthiness matters of mutual interest to New Zealand and the U.S., the major portion of his 3-day visit was programmed with personnel of the Western Aircraft Certification Office (WACO). His technical program included meetings and in-depth discussions concerning aircraft type and airworthiness certification with various WACO personnel, some of whom were CHARLES BLOMER, Manager, ANM-170W; GARY NAKAGAWA, Assistant Manager; MARSH BURQUEST, Manager-Structures; JERRY SULLIVAN, Structures; JACK ACAMPORA, Manager-Propulsion; and JACK SANDERS, Manufacturing. Western ACO personnel also accompanied the visitor to Hughes Helicopter in Culver City and to the Robinson Helicopter plant in Torrance.

"Ris" also spent some time with Airworthiness Inspector AL GREENBERG of the Flight Standards Division, AWP-250 discussing procedures as well as results of the National Air Transportation Inspection (NATI) and the General Aviation Safety Audit (GASA) which Inspector Greenberg provided. DUANE BULLARD, Manager, AWP-4 hosted Mr. Heald to a visit of the Spruce Goose.

Mr. Heald was given an open invitation for himself and his airworthiness staff to visit the FAA Western-Pacific Regional Office at any time. These visits are welcomed not only for the mutual benefits derived, but also for the continuance of a good working relationship and rapport with FAA counterparts in New Zealand and/or other countries of the Western-Pacific area. Mr. Heald expressed his thanks and appreciation to all involved in this well-tailored program.



Mr. W. R. "Ris" Heald (L) of New Zealand is shown here chatting with Marsh Burquest of the Western Aircraft Certification Office (WACO), ANM-170W and Duane Bullard (R) Manager of Public Affairs, Planning & International Aviation Affairs Staff Office, AWP-4.



kiwi

Flight Standards Awards



Above: Flight Standards Division Manager Clyde DeHart, Jr., presents awards to Joe Budro (left), Bill Withycombe (top right) and Nina Nance.

Recent award recipients in the Flight Standards Division were Joe Budro, Special Projects Officer (now Manager, LAX FSDO); Bill Withycombe, Manager, Situation Monitor Staff; and Nina Nance, Manager, Administrative Staff. Joe received a Certificate of Appreciation for his service as Chairman of the 1984 Summer Olympic Games Helicopter Sub-Committee, and a Letter of Appreciation from the LAOOC for his contributions to the success of the Olympic Games.....Bill received a Letter of Appreciation for his work on the planning team for the All Managers Conference held in Scottsdale, Arizona.....and Nina also received a Letter of Appreciation for her work on the planning team for the All Managers Conference. Clyde DeHart, Jr., Manager, Flight Standards Division, made the presentations at a recent staff meeting.

Origin of Christmas Customs

By Ernest McIntosh

First, Why December 25th?




The Christ Child probably wasn't born in winter, but in the spring. Many scriptures mention young lambs and other new-born animals which are a sure sign of spring. However, the Romans spent the last two weeks of December paying tribute to their God Saturn, the God of Agriculture. The Pagans at the same time observed the birthday of the Unconquered Sun while Persia honored Mithra, God of light. The Teutonic tribes of Northern Europe feasted and drank in honor of Wodin. The word Yuletide originated with that orgy. It's believed that the Christian holidays were deliberately substituted for these festivities. It wasn't until the end of the fourth century that December 25th became the accepted date.


Mistletoe

In the early days, Mistletoe was usually associated with a person with lucky feet. The Druids would hoist a Mistletoed person into the air and blindfolded couples would walk below. After passing through, they would remove their blindfolds and begin their honeymoon. The parasite Mistletoe plant is the symbol of life and sun and replaced the Mistletoed persons when they discovered the deformity was caused by eating bad fish during early stages of pregnancy. The kiss developed from the custom of laying down your sword and exchanging pleasant greetings in the presence of the mystic plant.

Use of Greenery



The holly, ivy and laurel branches used during the Yule celebrations comes from Non-Christian use of the material to decorate and adorn booths set up for autumn celebrations of the Feast of the Tabernacle. Early Christian church officials discouraged the practice for the Yule season. Romans exchanged boughs with friends for good luck. Garlands, flowers, laurels and small trees with lighted candles were carried through the streets.



Use of a Christmas Tree



Began in medieval German mystery plays. The original tree was associated with the Garden of Eden, so the trees were decorated with apples. By the 17th century it sported stars, bells, etc. Prince Albert,

consort to Queen Victoria, introduced the German Christmas tree to the English Court in the early 19th century. The first tree appeared in the United States in 1832. Singing is among our most time-honored of our holiday rituals with the word "carol" descending from the Greek "choraulen" meaning a dance by music of flutes. Choir boys in Seville, Spain, and in England performed ring dances to the music of singing. Boston and St. Louis revised the ancient custom in 1908. Today, we have the FAA group of carolers lustily vocalizing the traditional songs around the regional office; possibly reminding us that the season is really upon us and there are only a few days left for shopping.

Why Exchange Gifts

It's done either to impress someone, get rid of something you don't want, or like me, giving something to someone else so that I'll get to use it. I would have been criticized if I had gotten it for myself. The Romans exchanged presents to make life sweeter -- the honied gift of pastry; lamps to assure a brighter future; and gems and coins to provide for the coming year. The wise men contributed to the giving of gifts, but its getting harder and harder to find inexpensive gold or any frankincense or myrrh.

Christmas is a time for children, then and now. St. Nicholas is still the most popular symbol of Christmas and has a counterpart in every part of the world. He was a bishop who lived during the 4th century, who inherited a fortune and shared it with unfortunates and children. In most European countries the Child Jesus leaves the gift. In Spain, it is Niño Jesus who places the gift in front of the crib. The Russian children await the old woman Bobushka (grandmother) who brings the toys. St. Nick reached New York during the 18th century and soon became Santa Claus. In 1823 the poem "A Visit From St. Nicholas" was written.



There is much more on the origins of Christmas customs, but we don't want to start on annual leave to hear them. So, things to do on Christmas:

- Walk blindfolded under a person with deformed toes (mistletoed).
- Stay away from bad fish.
- Give a friend a tree limb and note his expression of joy.
- Feed dieting friends rich pastry.
- Trim the tree with lighted candles and watch your electric bill go down and your house go up.

The most important thing to do during the Yuletide

Season is the time to play Santa Claus to someone that really needs the true spirit of Christmas -- the needy, the lonely, the dispirited, the forlorn. Brighten their day and you lift up their soul and provide hope. 'Tis the season to be Jolly, forgiving and rich with love. A good season to maintain for the whole year.

Have a Merry Christmas!



New Radar Monitors Planes Off Soviet Coast

In order to maintain positive control of planes flying the North Pacific route, the agency is establishing a secondary radar facility on St. Paul Island in the Bering Sea. This facility will send a remote signal to the Anchorage Center where controllers will watch the progress of aircraft flying just off the Soviet Coast.

The operational readiness demonstration for the new facility was set for last month, and commissioning in December.

There is already a non-directional beacon, as well as distance measuring equipment on this far-north outpost. In addition, FAA is planning to install a VOR. This new navigation equipment in the region will help pilots definitely fix their position as they approach the U.S.S.R. mainland.

New AWOS Operational

The agency's campaign to make weather observations immediately available to pilots took a concrete step forward November 1 when the first Automated Weather Observing System (AWOS) Level III was commissioned at the Preston-Glenn Airport, Lynchburg, VA. This new AWOS version was certified by both the National Weather Service and FAA, permitting 121 and 135 type operations at the airport. It consists of meteorological sensors that provide pilots with information on wind, temperature, precipitation, cloud height, and visibility.

Pilots will be able to hear AWOS on various frequencies including VOR stations and ultimately on discrete communication frequencies. In addition, the information will be available for preflight planning via the telephone.

MERRY CHRISTMAS

And Happy New Year



HAVOLI NA LA NUI